EEO PUBLIC FILE REPORT FOR

STATION WLNS LANSING, MI

This EEO Public File Report Covers the period of June 1, 2004 to May 23, 2005

(Amended June 3, 2005)

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLNS's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period of June 1, 2004 to May 23, 2005, the station filled the following full-time vacancies:

Chief Meteorologist

News Producer

Producer: Creative Services

Videographer

Account Executive

Reporter

Account Executive

Meteorologist¹

Morning Anchor/Reporter

Research/Sales Promotion Coordinator²

Account Executive

Technical Director/Chyron Operator

Account Executive

Sales Assistant

Traffic Assistant

Reporter

Reporter

Reporter

The station interviewed a total of 56 people for full-time vacancies filled under the FCC guidelines during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees Referred
WLNS (Internal Posting)	26
WLNS (Website Posting)	10
TVJobs.com	2
Lansing Community College	2
Michigan Association of Broadcasters	3
South Central Michigan Works	2

Due to "Exigent Circumstances" this position was not posted.

² Unposted due to newly created position with internal promotion.

Other (Call-In)	2
Other (Magid Consultant)	1
Other (Central Michigan University Job Fair)	2
Other (NRS Rep Referral)	1
Other (Walk-in)	5

Attachment A contains the following information for each full-time vacancy:

- > The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- > The recruitment source that referred the hiree for each full-time vacancy;
- > The total number of persons interviewed for each full-time vacancy; and
- > The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

	Date Vacancy Filled:		Date Vacancy Opened: 02/12/04		Job Title of Vacancy:
	06/07/04		02/12/04		Chief Meteorologist
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
2				TVJobs.com	

Service Service of				Total Number of	,
				Referred by the	Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	2820 E. Saginaw				
WLNS-TV (Internal Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	No
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Oak, MI 48068	Marcia Danner	email: pwatkins@morpace.com	0	No
National Association of	1771 N. Street NW	-)	
Broadcasters	Washington, DC 20036	Karen Hunter	Fax: (202) 429-3923	0	No
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
·	P.O. Box 14276	Ψ = 1h			
Greater Lansing Urban League	Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's	P.O. Box 319		·		
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
D	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No
NAACP - Jackson County	P.O. Box 4074				***************************************
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No

Date Vacancy Filled:	Date Vacancy Opened: 02/12/04	Job Title of Vacancy:
06/07/04	02/12/04	Chief Meteorologist
Total Number of Persons Interviewed for the Vacancy:	Referred the Hiree:	Recruitment Source That
2	TVJobs.com	

				Total Number of Interviewees	Did the
Name of				Referred by the Source for the	Source Request
	1801 W. Main Street			a monitory	Modification:
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
			(800) 237-8073	,	
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
TVIORS	P.O. Box 4116	Broadcast Employment	(760) 754-8177	۵.	<u> </u>
	FOA South Dhillips Avo	COLAICCO	(201) 200 4400		NO
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	(505) 335-1100 Post via Fax (605) 357-5530	>	<u>Z</u>
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		
788 CC-1 V	Daveliboit, IX 25002	Catille Milleside	FUSI VIA FAX (203) 303-7003	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No No
	115 S. Jefferson Street		(920) 432-3331		
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	No

	Date Vacancy Filled:	bate racally opened.	Data Vacancy Onened: 02/12/04	Job Title of Vacancy:
	06/07/04	CEJ 124 OT	02/12/04	Chief Meteorologist
vacancy:	Interviewed for the	Total Number of Persons	Referred the Hiree:	Recruitment Source That
2			TVJobs.com	

		OTHER (Magid Consultant)	WTVO-TV R	WTEN-TV A	WRIC-TV R	WKRN-TV 4	Name of Recruitment Source
			1917 North Meridian Road Rockford, IL 61101	341 Northern Blvd Albany, NY 12204	301 Arboretum Place Richmond, VA 23236-3464	441 Murfreesboro Road Nashville, TN 37210	Address
			Trista Truesdale	Connie Scott	Regina Crockett	Kathy McElroy	Contact Person
			(815) 963-5413 Post via Fax (815) 963-6113	(518) 436-4822 Post via Fax (518) 462-6065	(804) 330-8888 Post via Fax (804) 330-8881	(615) 369-7222 Post via Fax (615) 244-2117	Telephone Number
			0	0	0	0	Total Number of Interviewees Referred by the Source for the Vacancy
		No	No	No	No	No	Did the Source Request Notification?

	Date Vacancy Filled:		Date Vacancy Opened:		Job Title of Vacancy:
	06/15/04		d: 05/24/04		News Producer
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
				WLNS Internal Posting	

209 E. Washington, Suite 100	P.O. Box 40010 Career a Lansing Community College Lansing, MI 48901-7210 Services	Ingham County Women's P.O. Box 319 Commission Mason, MI 48854 Becky Bennett	P.O. Box 14276 Greater Lansing Urban League Lansing, MI 48901-4276 Employn	Cristo Rey Employment & 1717 N. High Street Training Lansing, MI 48906 John Diehl	National Association of 1771 N. Street NW Broadcasters Washington, DC 20036 Karen Hunter	P.O. Box 1288 Women in Communications Royal Oak, MI 48068 Marcia Danner	National Press Photographers 3200 Croasdaile Dr., Suite 306 Association Durham, NC 27705 Billy Suratt	WLNS-TV (Website Posting) Lansing, MI 48912 Dawn R.	WLNS-TV (Internal Posting) Lansing, MI 48912 Dawn R.	Name of Recruitment Source Address Cor
Vanessa Bowser	Career and Employment Services	ennett	Employment Specialist	ehl	lunter	Danner	ratt	Dawn R. Thompson	Dawn R. Thompson	Contact Person
(517) 841-5627	(517) 483-1173	(517) 676-7200	(517) 487-3608	(517) 372-4700	Phone: (202) 429-5300 Fax: (202) 429-3923	(248)737-5325 email: pwatkins@morpace.com	(888) 297-9806 email: Billy@apexmedia.org	(517) 372-8282	(517) 372-8282	Telephone Number
0	0	0	0	0	0	0	0	0	1	Total Number of Interviewees Referred by the Source for the Vacancy
No	No	No	No	No	No	No	No	No	No	Did the Source Request Notification?

	Date Vacancy Filled:		Date Vacancy Opened:		Job Title of Vacancy:	
	06/15/04		05/24/04		News Producer	
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That	
				WLNS Internal Posting		

				Total Number of	
				Referred by the	Did the Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No.
	19900 W. Nine Mile Road				· · · · ·
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
ant-fere freich	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue				
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
	1306 Broadway NE		(865) 637-6666		
WATE-TV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No

	Date Vacancy Filled:	Date Vacancy Opened: 05/24/04	Job Title of Vacancy:
	06/15/04	05/24/04	News Producer
Vacancy:	Total Number of Persons Interviewed for the	Referred the Hiree:	Recruitment Source That
		WLNS Internal Posting	

				Total Number of Interviewees	Did the
Name of				Referred by the Source for the	Source
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVO-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No
,					

Date Vacancy Filled:	Date Vacancy Opened: 05/14/04	Job Title of Vacancy:
06/23/04	05/14/04	Producer: Creative Services
Total Number of Persons Interviewed for the Vacancy:	Referred the Hiree:	Recruitment Source That
12	CMU Job Fair	

No	0	(517) 841-5627	Vanessa Bowser	Jackson, MI 49201	Michigan Works Service Center
				209 E. Washington, Suite 100	
No	-	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 487-3608	Employment Specialist	P.O. Box 14276 Lansing, MI 48901-4276	Greater Lansing Urban League
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	0	(248)737-5325 email: pwatkins@morpace.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 email: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No	0	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No	5	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

	Date Vacancy Filled:		Date Vacancy Opened: 05/14/04		Job Title of Vacancy:
	06/23/04		05/14/04		Producer: Creative Services
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
12				CMU Job Fair	

Name of				Total Number of Interviewees Referred by the Source for the	Did the Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	2	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	N _o
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

	Date Vacancy Filled:	Date Vacancy Opened: 05/14/04	Job Title of Vacancy:
	06/23/04	05/14/04	Producer: Creative Services
Vacancy:	Interviewed for the	Total Number of Demonstrate	Recruitment Source That
12		CWO JOD Fall	

No	2				Other (Walk-In)
No	2				Other (CMU Job Fair)
No	0	(815) 963-5413 Post via Fax (815) 963-6113	Trista Truesdale	1917 North Meridian Road Rockford, IL 61101	WTVO-TV
No	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	341 Northern Blvd Albany, NY 12204	WTEN-TV
No	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	301 Arboretum Place Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	441 Murfreesboro Road Nashville, TN 37210	WKRN-TV
No	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	115 S. Jefferson Street Green Bay, WI 54301	WBAY-TV
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

	Date Vacancy Filled:	Date Vacancy Opened:	Job Title of Vacancy:
	07/06/04	05/24/04	Videographer
Vacancy:	Total Number of Persons Interviewed for the	Referred the Hiree:	Recruitment Source That
2		MAB Web Posting	

				Total Number of Interviewees	Did the
Name of Recruitment Source	Address	Contact Person	Telephone Number	Source for the	Request
WI NS-TV (Internal Posting)	2820 E. Saginaw	Dawn R Thompson	7547) 272, 28282	D	2
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	No
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Oak, MI 48068	Marcia Danner	email: pwatkins@morpace.com	0	No
National Association of	1771 N. Street NW		35.		
Dioducasieis	Wasiiiigioii, DC 20000	Naiel nuilei	FdX. (202) 429-3923	0	No
Cristo Rey Employment &	1717 N. High Street		(547) 279 4700	.	<u> </u>
	P.O. Box 14276				
Greater Lansing Urban League	Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No.
	209 E. Washington, Suite 100				
Michigan Works Service Center	Jackson, MI 49201	Vanessa Bowser	(517) 841-5627	0	No.

Date Vacancy Filled: 07/06/04 Interviewed for the Vacancy: 2	Total Number of Persons	Date Vacancy Opened: 05/24/04	Referred the Hiree: MAB Web Posting	Job Title of Vacancy: Videographer Recruitment Source That	
or the	of Persons			Source That	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	200
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	Z o
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com		No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
SBOLVT	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No

	Date Vacancy Filled:		Date Vacancy Opened: 05/24/04		Job Title of Vacancy:
	07/06/04		05/24/04		Videographer
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
2				MAB Web Posting	

No					Other (Walk-in)
No	0	(815) 963-5413 Post via Fax (815) 963-6113	Trista Truesdale	1917 North Meridian Road Rockford, IL 61101	WTVO-TV
No	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	341 Northern Blvd Albany, NY 12204	WTEN-TV
No	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	301 Arboretum Place Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	441 Murfreesboro Road Nashville, TN 37210	WKRN-TV
No	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	115 S. Jefferson Street Green Bay, WI 54301	WBAY-TV
Request Notification?	Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source
Did the Source	Interviewees Referred by the				
	Total Number of				

Date Vacancy Filled:	Date Vacancy Opened: 12/04/03	Job Title of Vacancy:
07/23/04	12/04/03	Account Executive
Total Number of Persons Interviewed for the Vacancy:	Referred the Hiree:	Recruitment Source That
5	WLNS Website Posting	

No _					Total Number of Interviewees Referred by the	Did the Source
2820 E. Saginaw Dawn R. Thompson (517) 372-8282 3 2820 E. Saginaw Dawn R. Thompson (517) 372-8282 1 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 1 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 1 2820 C. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 1 200 Croasdaile Dr., Suite 306 Billy Suratt email: Billy@apexmedia.org 0 1771 N. Street NW Karen Hunter Fax: (202) 429-6300 0 1717 N. High Street John Diehl (517) 372-4700 0 P.O. Box 319 Mason, MI 48854 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Carreer and Employment (517) 676-7200 0 Lansing, MI 48901-7210 Services 0 0 209 E. Washington, Suite 100 Ken Garrison (517) 483-1173 0 P.O. Box 4074 Job Posting Office (517) 784-3842 0 1801 W. Main Street Geneva Smith (517) 484-9171	Name of Recruitment Source	Address	Confact Person	Telephone Number	Source for the	Request
Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 3 2820 E. Saginaw 2820 E. Saginaw (517) 372-8282 1 290 C. Saginaw (517) 576-7200 0 201 C. Saginaw (517) 576-7200 0 202 C. Saginaw (517) 576-7200 0 203 E. Washington, Suite 100 (517) 483-1173 0 203 E. Washington, Suite 100 (517) 841-5627 0 203 E. Washington, Suite 100 (517) 841-5627 0 204 E. Washington, Suite 100 (517) 841-5627 0 205 E. Washington, Suite 100 (517) 841-5627 0 206 E. Washington, MI 48904 Job Posting Office (517) 784-3842 0 207 G. Box 4074 Job Posting Office (517) 484-9171 0 208 E. Washington, MI 48905 Job Posting		2820 E. Saginaw				
2820 E. Saginaw Dawn R. Thompson (517) 372-8282 1 Lansing, MI 48912 Dawn R. Thompson (888) 297-9806 3200 Croasdaile Dr., Suite 306 (888) 297-9806 0 Durham, NC 27705 Billy Suratt email: Billy@apexmedia.org 0 1771 N. Street NW Phone: (202) 429-5300 0 Washington, DC 20036 Karen Hunter Phone: (202) 429-3923 0 1717 N. High Street John Diehl (517) 372-4700 0 P.O. Box 319 Becky Bennett (517) 372-4700 0 P.O. Box 40010 Career and Employment (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 209 E. Washington, Suite 100 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 48204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Geneva Smith (517) 484-9171 0	WLNS-TV (Internal Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	3	No
Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 1 3200 Croasdalle Dr., Suite 306 (888) 297-9806 1 Durham, NC 27705 Billy Suratt email: Billy@apexmedia.org 0 1771 N. Street NW Phone: (202) 429-3923 0 1747 N. High Street Phone: (202) 429-3923 0 Lansing, MI 48806 John Diehl (517) 372-4700 0 P.O. Box 319 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 209 E. Washington, Suite 100 Services (517) 841-5627 0 P.O. Box 4074 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 484-9171 0 Lansing, MI 48915 Geneva Smith (517) 484-9171 0	and the second s	2820 E. Saginaw				
3200 Croasdaile Dr., Suite 306 Billy Suratt (888) 297-9806 Durham, NC 27705 Billy Suratt email: Billy@apexmedia.org 0 1771 N. Street NW Phone: (202) 429-5300 0 Washington, DC 20036 Karen Hunter Fax: (202) 429-3923 0 1717 N. High Street John Diehl (517) 372-4700 0 P.O. Box 319 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 484-9171 0	WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		No
Durham, NC 27705 Billy Suratt email: Billy@apexmedia.org 0 1771 N. Street NW Washington, DC 20036 Karen Hunter Phone: (202) 429-3923 0 1717 N. High Street Lansing, MI 48906 John Diehl (517) 372-4700 0 P.O. Box 319 Mason, MI 48854 Becky Bennett Becky Bennett (517) 676-7200 0 P.O. Box 40010 Lansing, MI 48901-7210 Career and Employment Services (517) 483-1173 0 209 E. Washington, Suite 100 Jackson, MI 49201 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 P.O. Box 4074 Lansing, MI 48915 Job Posting Office (517) 784-3842 0	National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806		
1771 N. Street NW Karen Hunter Phone: (202) 429-5300 Washington, DC 20036 Karen Hunter Fax: (202) 429-3923 0 1717 N. High Street Lansing, MI 48906 John Diehl (517) 372-4700 0 P.O. Box 319 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 676-7200 0 P.O. Box 40010 Services (517) 483-1173 0 209 E. Washington, Suite 100 Services (517) 841-5627 0 P.O. Box 4074 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 484-9171 0	Association	Durham, NC 27705	Billy Suratt	email: Billy@apexmedia.org	0	No
Training Wil, DO 2000 Reservations Lansing, MI 48906 John Diehl (517) 372-4700 0 P.O. Box 319 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 Lansing, MI 48901-7210 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Geneva Smith (517) 484-9171 0	National Association of	1771 N. Street NW	Karon Hintor	Phone: (202) 429-5300	D	5
Lansing, MI 48906 John Diehl (517) 372-4700 0 P.O. Box 319 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 Lansing, MI 48901-7210 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 484-9171 0 Lansing, MI 48915 Geneva Smith (517) 484-9171 0	Cristo Rey Employment &	1717 N. High Street				
P.O. Box 319 Becky Bennett (517) 676-7200 0 Mason, MI 48854 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 Lansing, MI 48901-7210 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 784-3842 0 Lansing, MI 48915 Geneva Smith (517) 484-9171 0	Iraining	Lansing, MI 48906	John Diehi	(517) 372-4700	С	No
Mason, MI 48854 Becky Bennett (517) 676-7200 0 P.O. Box 40010 Career and Employment (517) 483-1173 0 Lansing, MI 48901-7210 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Ken Garrison Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 784-3842 0 Lansing, MI 48915 Geneva Smith (517) 484-9171 0	Ingham County Women's	P.O. Box 319				
P.O. Box 40010 Career and Employment (517) 483-1173 0 Lansing, MI 48901-7210 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Geneva Smith (517) 484-9171 0	Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing, MI 48901-7210 Services (517) 483-1173 0 209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 784-3842 0 Lansing, MI 48915 Geneva Smith (517) 484-9171 0		P.O. Box 40010	Career and Employment			
209 E. Washington, Suite 100 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Job Posting Office (517) 784-3842 0 Lansing, MI 48915 Geneva Smith (517) 484-9171 0	Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
Jackson, MI 49201 Ken Garrison (517) 841-5627 0 P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street Geneva Smith (517) 484-9171 0		209 E. Washington, Suite 100				
- Jackson County P.O. Box 4074 Jackson, MI 49204 Job Posting Office (517) 784-3842 0 - Lansing Chapter Lansing, MI 48915 Geneva Smith (517) 484-9171 0	South Central Michigan Works	Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
Jackson, MI 49204 Job Posting Office (517) 784-3842 0 1801 W. Main Street 1801 W. Main Street (517) 484-9171 0 1801 W. Main Street Chapter (517) 484-9171 0	NAACP - Jackson County	P.O. Box 4074				************
1801 W. Main Street Lansing, MI 48915 Geneva Smith (517) 484-9171 0	Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
Lansing, MI 48915 Geneva Smith (517) 484-9171 0		1801 W. Main Street				
	NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No

	Date Vacancy Filled: 07/23/04	Date Vacancy Opened: 12/04/03	Job Title of Vacancy: Account Executive
Vacancy:	Interviewed for the	Referred the Hiree:	Recruitment Source That
5		WLNS Website Posting	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request
Coop Howard Cohool	19900 W. Nine Mile Road				
	501 South Phillips Ave.				
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	5	Z
KBON TV	1001 Van Ness Avenue	Condin Louis	(415) 441-4444	>	
	805 Brady Street		(563) 383-7000		
74400-14	Daveilbuit, IA 32003	Catille Willeside	Post via Fax (563) 383-7065	C	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McEiroy	(615) 369-7222 Post via Fax (615) 244-2117	0	N _O
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Regina Crockett	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No

5	Vacancy:		-
	Interviewed for the	07/23/04	Date Vacancy Filled:
	Total Number of Persons		
		12/04/03	Date Vacancy Opened: 12/04/03
WLNS Website Posting	Referred the Hiree:		
	Recruitment Source That	Account Executive	Job Title of Vacancy:

			,	Other (NRS Rep Referral)	WTVO-TV	Name of Recruitment Source
					1917 North Meridian Road Rockford, IL 61101	Address
					Trista Truesdale	Contact Person
					(815) 963-5413 Post via Fax (815) 963-6113	Telephone Number
	,			-	0	Total Number of Interviewees Referred by the Source for the Vacancy
				No	1	Did the Source Request Notification?

	Date Vacancy Filled:	Date Vacancy Opened: 09/15/04	Job Title of Vacancy: Reporter
	10/25/04	09/15/04	Reporter
Vacancy:	Total Number of Persons Interviewed for the	Referred the Alfee:	Recruitment Source That
ω		WLINS Station Referral	

Address Contact Person Te 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson	0 No	email: Billy@apexmedia.org	Billy Suratt	Durham, NC 27705	Association
Address Contact Person Telephone Number of Vacancy 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 3 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 3 2820 Croasdaile Dr. Suite 306 (888) 297-9806	0	email: Billy@apexmedia.org	Billy Suratt	Durham, NC 27705	ssociation
Address Contact Person Telephone Number of Vacancy 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 3 2820 E. Saginaw Dawn R. Thompson (517) 372-8282 3		(888) 297-9806		3200 Croasdaile Dr., Suite 306	National Press Photographers
Address Contact Person Telephone Number of Source for the Lansing, MI 48912 Dawn R. Thompson (517) 372-8282 3		(517) 372-8282	Dawn R. Thompson	Lansing, MI 48912	VLNS-TV (Website Posting)
Address Contact Person Telephone Number Vacancy 2820 E. Saginaw Lansing, MI 48912 Dawn R. Thompson (517) 372-8282			i	2820 E. Saginaw	
Address Contact Person Telephone Number of Vacancy		(517) 372-8282	Dawn R. Thompson	Lansing, MI 48912	VLNS-TV (Internal Posting)
Interviewees Referred by the Source for the Address Contact Person Telephone Number Vacancy				2820 E. Saginaw	
Interviewees Referred by the		Telephone Number	Contact Person	Address	Recruitment Source
					Name of

Date vacality i ilicu.	Date Vaccanov Billed:	Date Vacancy Opened: 09/15/04	Job Title of Vacancy:
INITAINE	10/25/04	09/15/04	Reporter
Vacancy:	Total Number of Persons		Recruitment Source That
3			WI NS Station Referral

				Total Number of	
				Interviewees	Did the
				Referred by the	Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
National Alliance of State	150 Fourth Ave. North, Suite 700		(615) 880-4200		
Broadcasters Associations	Nashville, TN 37219-2417	Job Bank Postings	Post @ nasba.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177	,	
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No

	Date Vacancy Filled:		Date Vacancy Opened: 09/15/04	•	Job Title of Vacancy: Reporter
	10/25/04		09/15/04		Reporter
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
ω				WLNS Station Referral	

					-
No	0	(815) 963-5413 Post via Fax (815) 963-6113	Trista Truesdale	1917 North Meridian Road Rockford, IL 61101	WIVO-IV
No	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	341 Northern Blvd Albany, NY 12204	WTEN-TV
No	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	301 Arboretum Place Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	441 Murfreesboro Road Nashville, TN 37210	WKRN-TV
No	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	115 S. Jefferson Street Green Bay, WI 54301	WBAY-TV
No	0	(865) 637-6666 Post via Fax (865) 525-4091	Teresa Sylvia	1306 Broadway NE Knoxville, TN 37901	WATE-TV
Notification?	Vacancy	Telephone Number	Contact Person	Address	Recruitment Source
Source Request	Referred by the Source for the				Name of
Did the	Interviewees				

	Date Vacancy Filled:	Date Vacancy Opened: 12/04/03	Job Title of Vacancy:
	11/08/04	12/04/03	Account Executive
Vacancy:	Interviewed for the	Referred the Hiree:	Recruitment Source That
6		WLNS Website Posting	

No	0	(248) 358-9000	Andrea Stamps	19900 W. Nine Mile Road Southfield, MI 48075	Specs Howard School
No	0	(517) 484-9171	Geneva Smith	1801 W. Main Street Lansing, MI 48915	NAACP - Lansing Chapter
No	0	(517) 784-3842	Job Posting Office	P.O. Box 4074 Jackson, MI 49204	NAACP - Jackson County Branch
No	0	(517) 841-5627	Ken Garrison	209 E. Washington, Suite 100 Jackson, MI 49201	South Central Michigan Works
No	0	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	2	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No	4	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

	Date Vacancy Filled:		Date Vacancy Opened:		Job Title of Vacancy:
	11/08/04		12/04/03		Account Executive
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
6				WLNS Website Posting	

				Total Number of	
				Interviewees Referred by the	Did the Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue	-	(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
	1306 Broadway NE		(865) 637-6666		
WATE-TV	Knoxville, TN 37901	Teresa Sylvia	Post via Fax (865) 525-4091	0	No
	115 S. Jefferson Street		(920) 432-3331		
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	No
	441 Murfreesboro Road		(615) 369-7222 Post		;
WKRN-TV	Nashville, TN 37210	Kathy McElroy	via Fax (615) 244-2117	0	No
	301 Arboretum Place		(804) 330-8888		
WRIC-TV	Richmond, VA 23236-3464	Regina Crockett	Post via Fax (804) 330-8881	0	No
	341 Northern Blvd		(518) 436-4822		
WTEN-TV	Albany, NY 12204	Connie Scott	Post via Fax (518) 462-6065	0	No
	1917 North Meridian Road		(815) 963-5413		
WTVO-TV	Rockford, IL 61101	Trista Truesdale	Post via Fax (815) 963-6113	0	No

Job Title of Vacancy:	Meteorologist	Recruitment Source That	
		Referred the Hiree:	Other - Magid Consultant Referral
Date Vacancy Opened:	Unposted due to extigent circumstances		
		Total Number of Persons	
Date Vacancy Filled:	12/06/04	Interviewed for the	
		Vacancy:	<u> </u>
	Recruitment Sour	Recruitment Sources Used to Fill Vacancy:	

					Other - Magid Consultant Referral	Name of Recruitment Source
						Address
						Contact Person
						Telephone Number
					_	Total Number of Interviewees Referred by the Source for the Vacancy
						Did the Source Request Notification?

	Date Vacancy Filled:		Date Vacancy Opened:		Job Title of Vacancy:
	12/27/04		Date Vacancy Opened: 08/03/04 and reposted 11/11/04		Job Little of Vacancy: Morning Anchor/Reporter
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source (nat
S				WLNS Website Posting	

				Total Number of I	
				Interviewees Referred by the	Did the Source
Name of Recruitment Source	Address	Contact Person	Telephone Number	Source for the Vacancy	Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	1	No
WLNS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
National Press Photographers	3200 Croasdaile Dr., Suite 306		(888) 297-9806	>	Z
	P.O. Box 1288		(248)737-5325		
Women in Communications	Royal Cak, Mi 48068	Marcia Danner	email: pwarkins@morpace.com	C	NO
National Association of Broadcasters	1771 N. Street NW Washington, DC 20036	Karen Hunter	Phone: (202) 429-5300 Fax: (202) 429-3923	0	No
Cristo Rey Employment & Training	1717 N. High Street Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Greater Lansing Urban League	P.O. Box 14276 Lansing, MI 48901-4276	Employment Specialist	(517) 487-3608	0	No
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
Couth Control Michigan Works	209 E. Washington, Suite 100	Ken Garrison	(517) 841-5627)	Š
Count Cellual Michigal Avolva	ישטיים יון ואון דיביט ו	Treat Contracts	(017) 011 0021		

	Date Vacancy Filled:		Date Vacancy Opened:		Job Title of Vacancy:
	12/27/04		Date Vacancy Opened: 08/03/04 and reposted 11/11/04		Morning Anchor/Reporter
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
C)1				WLNS Website Posting	

Name of	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	N _o
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	No
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	No
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	No
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

	Date Vacancy Filled:	,	Date Vacancy Opened:		Job Title of Vacancy:
	12/27/04		08/03/04 and reposted 11/11/04		Morning Anchor/Reporter
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
5				WLNS Website Posting	

				,	
No	2				Other - Walk-In
No	0	(815) 963-5413 Post via Fax (815) 963-6113	Trista Truesdale	1917 North Meridian Road Rockford, IL 61101	VT-OVTW
No	0	(518) 436-4822 Post via Fax (518) 462-6065	Connie Scott	341 Northern Blvd Albany, NY 12204	WTEN-TV
No	0	(804) 330-8888 Post via Fax (804) 330-8881	Regina Crockett	301 Arboretum Place Richmond, VA 23236-3464	WRIC-TV
No	0	(615) 369-7222 Post via Fax (615) 244-2117	Kathy McElroy	441 Murfreesboro Road Nashville, TN 37210	WKRN-TV
No	0	(920) 432-3331 Post via Fax (920) 432-7808	Peggy Wilcox	115 S. Jefferson Street Green Bay, WI 54301	WBAY-TV
No	0	(865) 637-6666 Post via Fax (865) 525-4091	Teresa Sylvia	1306 Broadway NE Knoxville, TN 37901	WATE-TV
Notification?	Vacancy	Telephone Number	Contact Person	Address	Recruitment Source
Source	Referred by the Source for the				Namo of
Did the	Interviewees				
	Total Number of				

	Vacancy:		
	Interviewed for the	01/10/05	Date Vacancy Filled:
	Total Number of Persons		
		Date Vacancy Opened: Unposted due to Newly Created Position	Date Vacancy Opened:
WLNS Current Employee	Referred the Hiree:		
	Recruitment Source That	Research/Sales Promotion Coordinator	Job Title of Vacancy:

No	0	(517) 841-5627	Ken Garrison	209 E. Washington, Suite 100 Jackson, MI 49201	South Central Michigan Works
No	0	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 487-3608	Employment Specialist	P.O. Box 14276 Lansing, MI 48901-4276	Greater Lansing Urban League
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	0	(248)737-5325 email: pwatkins@morpace.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 emaii: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No	0	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No		(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Date Vacancy Filled:	Date Vacancy Opened:	Job Title of Vacancy:
01/01/05	Date Vacancy Opened: Unposted due to Newly Created Position	Research/Sales Promotion Coordinator
Total Number of Persons Interviewed for the Vacancy:	Referred the Hiree:	Recruitment Source That
	WLNS Current Employee	

No	0	(415) 441-4444 Post via Fax (415) 561-8142	Sondra Lewis	1001 Van Ness Avenue San Francisco, CA 94109	KRON-TV
No	0	(337) 981-4823 Post via Fax (337) 984-8323	Sandra Campeaux	1808 Eraste Landry Road Lafayette, LA 70506	KLFY-TV
No	0	(605) 336-1100 Post via Fax (605) 357-5530	Marlin Van Peursem	501 South Phillips Ave. Sioux Falls, SD 57104	KELO-TV
No	0	(760) 754-8177 Post @ tvjobs.com	Broadcast Employment Services	P.O. Box 4116 Oceanside, CA 92052	TVJOBS
No	0	(800) 237-8073 Post @ medialine.com	Job Bank Postings	web address: medialine.com	Medialine
No	0	(615) 880-4200 Post @ nasba.com	Job Bank Postings	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	National Alliance of State Broadcasters Associations
No	0	(517) 484-7444 Post @ michmab.com	Job Bank Postings	819 N. Washington Ave. Lansing, MI 48906	Michigan Association of Broadcasters
No	0	(248) 358-9000	Andrea Stamps	19900 W. Nine Mile Road Southfield, MI 48075	Specs Howard School
No	0	(517) 484-9171	Geneva Smith	1801 W. Main Street Lansing, MI 48915	NAACP - Lansing Chapter
No	0	(517) 784-3842	Job Posting Office	P.O. Box 4074 Jackson, MI 49204	NAACP - Jackson County Branch
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Date Vacancy Filled:	Date Vacancy Opened:	Job Title of Vacancy:
01/01/05	Date Vacancy Opened: Unposted due to Newly Created Position	Research/Sales Promotion Coordinator
Interviewed for the Vacancy:	Relerred tile niree:	Recruitment Source That
	WLN3 Cullent Elliployee	MI NO OCCUPANT PROFILED

				Total Number of	
				Interviewees	Did the
Name of				Referred by the Source for the	Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
V. 317/W	1306 Broadway NE	Toroco Sulvio	(865) 637-6666	5	<u>Z</u>
	115 S. Jefferson Street		(920) 432-3331		
WBAY-TV	Green Bay, WI 54301	Peggy Wilcox	Post via Fax (920) 432-7808	0	No
	441 Murfreesboro Road		(615) 369-7222 Post		
WKRN-TV	Nashville, TN 37210	Kathy McElroy	via Fax (615) 244-2117	0	No
	301 Arboretum Place		(804) 330-8888)	
WRIC-TV	Richmond, VA 23236-3464	Kim Roberts	Post via Fax (804) 330-8881	0	No
WIENTY	Albany NY 19204	Connie Scott	(518) 435-4822 Post via Fax (518) 462-6065	5	<u>z</u>
	1917 North Meridian Road		(815) 963-5413		
WTVO-TV	Rockford, IL 61101	Trista Truesdale	Post via Fax (815) 963-6113	0	No
	805 Brady Street	4.00	(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
Other					

	Date Vacancy Filled:		Date Vacancy Opened: 12/04/03		Job Title of Vacancy:
	01/03/05		12/04/03		Account Executive
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
ယ				WLNS Website Posting	

				Total Number of Interviewees	Did the
Name of Recruitment Source	Address	Contact Person	Telephone Number	Source for the Vacancy	Request Notification?
WLNS-TV (Internal Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	2	No
WI NS-TV (Website Posting)	2820 E. Saginaw Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	S
National Association of	1771 N. Street NW	Koron Lintor	Phone: (202) 429-5300)	No
Cristo Rey Employment &	1717 N. High Street				
Ingham County Women's Commission	P.O. Box 319 Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
Lansing Community College	P.O. Box 40010 Lansing, MI 48901-7210	Career and Employment Services	(517) 483-1173	0	No
South Central Michigan Works	209 E. Washington, Suite 100 Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County Branch	P.O. Box 4074 Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No

	Date Vacancy Filled:	Date Vacancy Opened:	Job Title of Vacancy:
	01/03/05	12/04/03	Account Executive
Vacancy:	Total Number of Persons Interviewed for the	Kelelled tile fillee:	Recruitment Source That
3		ANTINO MEDSIE LOSIIIA	MI NO Mobile Doction

Name of			!	Total Number of Interviewees Referred by the Source for the	Did the Source Request
Reculuitient Source	501 South Phillips Ave.	College		Faculty	Notification:
KELO-TV	Sioux Falls, SD 57104 1808 Eraste Landry Road	Marlin Van Peursem	Post via Fax (605) 357-5530 (337) 981-4823	0	No
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444	1	
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000	ı	
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
AL-ABM	115 S. Jefferson Street Green Bay, WI 54301	Peagy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	<u>~</u>
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McEiroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
AL-NBLM	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
/L-U/LW	1917 North Meridian Road Rockford II 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	N _o

Job Title of Vacancy:	Account Executive	Recruitment Source That	
		Referred the Hiree:	WLNS Website Posting
Date Vacancy Opened:	12/04/03		
		Total Number of Persons	
Date Vacancy Filled:	01/03/05	Interviewed for the	
		Vacancy:	3
	Recruitment Source	Recruitment Sources Used to Fill Vacancy:	
	Recruitment Source	es Used to Fill Vacancy:	

Did the Source Request Notification			Other (Call-In)	Name of Recruitment Source Address Contact Person Telephone Number Vacancy Notification?

Date Vacancy Filled:	Date Vacancy Opened: 12/15/04	Job Title of Vacancy:
01/16/05	12/15/04	Technical Director/Chyron Operator
Total Number of Persons Interviewed for the Vacancy:	Referred the Hiree:	Recruitment Source That
ယ	WLNS Internal Posting	

No	0	(517) 784-3842	Job Posting Office	P.O. Box 4074 Jackson, MI 49204	NAACP - Jackson County Branch
No	0	(517) 841-5627	Ken Garrison	209 E. Washington, Suite 100 Jackson, MI 49201	South Central Michigan Works
No	0	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	0	(248)737-5325 email: pwatkins@morpace.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 email: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No		(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No	1	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Date Vacancy Filled:	Date Vacancy Opened: 12/15/04	Job Title of Vacancy:
01/16/05	12/15/04	Technical Director/Chyron Operator
Total Number of Persons Interviewed for the Vacancy:		Recruitment Source That Referred the Hiree:
ယ	2	WLNS Internal Posting

Recruitment Sources Used to Fill Vacancy:

Niamo of				Referred by the	Source
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
	1801 W. Main Street)	17471 104 104 114	>	
MANOL - Fairsing Chapter	ranong, an rooto	Colora	(317) 404-317 1	c	140
:	19900 W. Nine Mile Road))	
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444		
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
National Alliance of State	150 Fourth Ave. North, Suite 700		(615) 880-4200		
Broadcasters Associations	Nashville, TN 37219-2417	Job Bank Postings	Post @ nasba.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com		No
	501 South Phillips Ave.		(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	N _o
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	8

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ATTACHMENT "A" FULL-TIME VACANCY EEO INFORMATION

Date Vacancy Filled:		Date Vacancy Opened: 12/15/04	Job Title of Vacancy:	
01/16/05		12/15/04	lechnical Director/Chyron Operator	
Interviewed for the Vacancy:	Total Number of Persons		Referred the Hiree:	
ယ			WLNS Internal Posting	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Interviewees Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WIVO-IV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	N _o
•					

	Date Vacancy Filled:	Date Vacancy Opened:	Job Title of Vacancy:
	01/16/05	12/04/03	Account Executive
Vacancy:	Total Number of Persons Interviewed for the	Referred the Hiree:	Recruitment Source That
1		WLNS Internal Posting	

				Total Number of Interviewees Referred by the	Did the Source
Name of Recruitment Source	Address	Contact Person	Telephone Number	Source for the Vacancy	Request Notification?
	2820 E. Saginaw				
WLNS-TV (Internal Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282		No.
	2820 E. Saginaw				
WLNS-TV (Website Posting)	Lansing, MI 48912	Dawn R. Thompson	(517) 372-8282	0	No
National Association of	1771 N. Street NW		Phone: (202) 429-5300		
Broadcasters	Washington, DC 20036	Karen Hunter	Fax: (202) 429-3923	0	No
Cristo Rey Employment &	1717 N. High Street				
Training	Lansing, MI 48906	John Diehl	(517) 372-4700	0	No
Ingham County Women's	P.O. Box 319				
Commission	Mason, MI 48854	Becky Bennett	(517) 676-7200	0	No
	P.O. Box 40010	Career and Employment			
Lansing Community College	Lansing, MI 48901-7210	Services	(517) 483-1173	0	No
	209 E. Washington, Suite 100				
South Central Michigan Works	Jackson, MI 49201	Ken Garrison	(517) 841-5627	0	No
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No

	Date Vacancy Filled:		Date Vacancy Opened: 12/04/03		Job Title of Vacancy:
	01/16/05		12/04/03		Account Executive
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
				WLNS Internal Posting	

				Total Number of Interviewees	Did the
Name of				Source for the	Source Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	Nσ
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	O	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No
WATE-TV	1306 Broadway NE Knoxville, TN 37901	Teresa Sylvia	(865) 637-6666 Post via Fax (865) 525-4091	0	No
WBAY-TV	115 S. Jefferson Street Green Bay, WI 54301	Peggy Wilcox	(920) 432-3331 Post via Fax (920) 432-7808	0	No
WKRN-TV	441 Murfreesboro Road Nashville, TN 37210	Kathy McElroy	(615) 369-7222 Post via Fax (615) 244-2117	0	No
WRIC-TV	301 Arboretum Place Richmond, VA 23236-3464	Kim Roberts	(804) 330-8888 Post via Fax (804) 330-8881	0	No
WTEN-TV	341 Northern Blvd Albany, NY 12204	Connie Scott	(518) 436-4822 Post via Fax (518) 462-6065	0	No
WTVO-TV	1917 North Meridian Road Rockford, IL 61101	Trista Truesdale	(815) 963-5413 Post via Fax (815) 963-6113	0	No

Possitions Sources Head to Fill Vasansv		
Vacancy:		
)5 Interviewed for the	01/16/05	Date Vacancy Filled:
Total Number of Persons		
33		Date Vacancy Opened:
Referred the Hiree:		
Executive Recruitment Source That	Account Ex	Job Title of Vacancy:
	Recruitment Source That Referred the Hiree: Total Number of Persons Interviewed for the Vacancy: Recruitment Sources Used to Fill Vacancy	Account Executive Referred the Hiree: 12/04/03 Total Number of Persons Interviewed for the Vacancy: Recruitment Sources Used to Fill Vacancy

	Other	Name of Recruitment Source
		Address
		Contact Person
		Telephone Number
	0	Total Number of Interviewees Referred by the Source for the Vacancy
	No	Did the Source Request Notification?

Job Title of Vacancy:	Sales Assistant	Recruitment Source That	WI NS Internal Posting
Date Vacancy Opened:	01/25/05	Referred the nitee.	VYLINO IIITEITIAI FOSIIIIY
		Total Number of Persons	
Date Vacancy Filled:	02/01/05	Interviewed for the Vacancy:	-
		Vacancy:	_

No	0	(517) 784-3842	Job Posting Office	P.O. Box 4074 Jackson, MI 49204	NAACP - Jackson County Branch
No	0	(517) 841-5627	Ken Garrison	209 E. Washington, Suite 100 Jackson, MI 49201	South Central Michigan Works
No	0	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	0	(248)737-5325 email: pwatkins@morpace.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 email: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No	0	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No		(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Date Vacancy Filled:	Date Vacancy Opened: 01/25/05	Job Title of Vacancy: Sales Assistant
02/01/05	01/25/05	Sales Assistant
Total Number of Persons Interviewed for the Vacancy:	Referred the Hiree:	Recruitment Source That
	WLNS Internal Posting	

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of Broadcasters	819 N. Washington Ave. Lansing, MI 48906	Job Bank Postings	(517) 484-7444 Post @ michmab.com	0	No No
National Alliance of State Broadcasters Associations	150 Fourth Ave. North, Suite 700 Nashville, TN 37219-2417	Job Bank Postings	(615) 880-4200 Post @ nasba.com	0	N _o
Medialine	web address: medialine.com	Job Bank Postings	(800) 237-8073 Post @ medialine.com	0	N _o
TVJOBS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	N _o
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
KWQC-TV	805 Brady Street Davenport, IA 52803	Cathie Whiteside	(563) 383-7000 Post via Fax (563) 383-7065	0	No

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ATTACHMENT "A" FULL-TIME VACANCY EEO INFORMATION

Vacancy:	Date Vacancy Filled: 02/01/05 Interviewed for the	Total Number of Persons	Date Vacancy Opened: 01/25/05	Referred the Hiree:	Job Title of Vacancy: Sales Assistant Recruitment Source That
	for the	er of Persons		e Hiree: WLNS Internal Posting	t Source That

	Other	VT-	WTEN-TV	WRIC-TV	WKRN-TV	WBAY-TV	WATE-TV	Name of Recruitment Source
		1917 North Meridian Road Rockford, IL 61101	341 Northern Blvd Albany, NY 12204	301 Arboretum Place Richmond, VA 23236-3464	441 Murfreesboro Road Nashville, TN 37210	115 S. Jefferson Street Green Bay, WI 54301	1306 Broadway NE Knoxville, TN 37901	Address
		Trista Truesdale	Connie Scott	Kim Roberts	Kathy McElroy	Peggy Wilcox	Teresa Sylvia	Contact Person
		(815) 963-5413 Post via Fax (815) 963-6113	(518) 436-4822 Post via Fax (518) 462-6065	(804) 330-8888 Post via Fax (804) 330-8881	(615) 369-7222 Post via Fax (615) 244-2117	(920) 432-3331 Post via Fax (920) 432-7808	(865) 637-6666 Post via Fax (865) 525-4091	Telephone Number
		0	0	0	0	0	0	Total Number of Interviewees Referred by the Source for the Vacancy
		No	No	No	No	No	No	Did the Source Request Notification?

	Date Vacancy Filled:	Date Vacancy Opened:		Job Title of Vacancy:
	02/14/05	01/28/05		Traffic Assistant
Vacancy:	Interviewed for the	Total Number of Persons	Referred the Hiree:	Recruitment Source That
6			WLNS Internal Posting	

No	0	(517) 784-3842	Job Posting Office	P.O. Box 4074 Jackson, MI 49204	NAACP - Jackson County Branch
No	2	(517) 841-5627	Ken Garrison	209 E. Washington, Suite 100 Jackson, MI 49201	South Central Michigan Works
No	->	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	0	(248)737-5325 email: pwatkins@morpace.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 email: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No		(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No	2	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

		Date Vacancy Filled:		Date Vacancy Opened: 01/28/05		Job Title of Vacancy:
		02/14/05		01/28/05		Traffic Assistant
•	Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
	ത				WLNS Internal Posting	

				Interviewees	Did the
				Referred by the	Source
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Lansing Chapter	1801 W. Main Street Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No ·
Specs Howard School	19900 W. Nine Mile Road Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of	819 N. Washington Ave.	loh Bank Dostings	(517) 484-7444	ĵ,	<u>Z</u>
National Alliance of State	150 Fourth Ave. North, Suite 700		(615) 880-4200		
Broadcasters Associations	Nashville, TN 37219-2417	Job Bank Postings	Post @ nasba.com	0	No
		; ;	(800) 237-8073)	.
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
TVIORS	P.O. Box 4116 Oceanside, CA 92052	Broadcast Employment Services	(760) 754-8177 Post @ tvjobs.com	0	N
KELO-TV	501 South Phillips Ave. Sioux Falls, SD 57104	Marlin Van Peursem	(605) 336-1100 Post via Fax (605) 357-5530	0	No
KLFY-TV	1808 Eraste Landry Road Lafayette, LA 70506	Sandra Campeaux	(337) 981-4823 Post via Fax (337) 984-8323	0	No
KRON-TV	1001 Van Ness Avenue San Francisco, CA 94109	Sondra Lewis	(415) 441-4444 Post via Fax (415) 561-8142	0	No
	805 Brady Street	Cathia Whiteside	(563) 383-7000 Post via Fay (563) 383-7065	0	Z o

	Date Vacancy Filled:	Date Vacancy Opened: 01/28/05	Job Title of Vacancy:
	02/14/05	01/28/05	Traffic Assistant
Vacancy:	Total Number of Persons Interviewed for the		Recruitment Source That Referred the Hiree:
6			WLNS Internal Posting

		Other	1917 North Meridia WTVO-TV Rockford, IL 61101	,	301 Arboretum Place WRIC-TV Richmond, VA 23236		115 S. Jefferson Street WBAY-TV Green Bay, WI 54301	1306 Broadway NE WATE-TV Knoxville, TN 37901	Name of Recruitment Source	
			an Road		-3464				Address	
			Trista Truesdale	Connie Scott	Kim Roberts	Kathy McElroy	Peggy Wilcox	Teresa Sylvia	Contact Person	
			(815) 963-5413 Post via Fax (815) 963-6113	(518) 436-4822 Post via Fax (518) 462-6065	(804) 330-8888 Post via Fax (804) 330-8881	(615) 369-7222 Post via Fax (615) 244-2117	(920) 432-3331 Post via Fax (920) 432-7808	(865) 637-6666 Post via Fax (865) 525-4091	Telephone Number	
		0	0	0	0	0	0	0	Source for the Vacancy	Total Number of Interviewees
		No	No	No	No	No	No	No	Request Notification?	Did the

Date Vacancy Opened:		Job Title of Vacancy:
01/20/05		Керопег
	Referred the Hiree:	Recruitment Source I hat
	×	

Date Vacancy Filled:

03/06/05; 03/28/05; 03/28/05

the Hiree: WLNS Internal Posting; Call-In; WLNS Website

Total Number of Persons Interviewed for the Vacancy:

No	0	(517) 841-5627	Ken Garrison	209 E. Washington, Suite 100 Jackson, MI 49201	South Central Michigan Works
No	0	(517) 483-1173	Career and Employment Services	P.O. Box 40010 Lansing, MI 48901-7210	Lansing Community College
No	0	(517) 676-7200	Becky Bennett	P.O. Box 319 Mason, MI 48854	Ingham County Women's Commission
No	0	(517) 372-4700	John Diehl	1717 N. High Street Lansing, MI 48906	Cristo Rey Employment & Training
No	0	Phone: (202) 429-5300 Fax: (202) 429-3923	Karen Hunter	1771 N. Street NW Washington, DC 20036	National Association of Broadcasters
No	0	(248)737-5325 email: pwatkins@morpace.com	Marcia Danner	P.O. Box 1288 Royal Oak, MI 48068	Women in Communications
No	0	(888) 297-9806 email: Billy@apexmedia.org	Billy Suratt	3200 Croasdaile Dr., Suite 306 Durham, NC 27705	National Press Photographers Association
No	ယ	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Website Posting)
No	1	(517) 372-8282	Dawn R. Thompson	2820 E. Saginaw Lansing, MI 48912	WLNS-TV (Internal Posting)
Did the Source Request Notification?	Total Number of Interviewees Referred by the Source for the Vacancy	Telephone Number	Contact Person	Address	Name of Recruitment Source

Date Vacancy Filled:	Date Vacancy Opened: 01/20/05	Job Title of Vacancy: Reporter
03/06/05; 03/28/05; 03/28/05	01/20/05	Reporter
Interviewed for the Vacancy:	Total Number of Persons	Recruitment Source That Referred the Hiree:
5		WLNS Internal Posting; Call-In; WLNS Website

				Total Number of	
				Referred by the	Source
Name of				Source for the	Request
Recruitment Source	Address	Contact Person	Telephone Number	Vacancy	Notification?
NAACP - Jackson County	P.O. Box 4074				
Branch	Jackson, MI 49204	Job Posting Office	(517) 784-3842	0	No
	1801 W. Main Street				
NAACP - Lansing Chapter	Lansing, MI 48915	Geneva Smith	(517) 484-9171	0	No
	19900 W. Nine Mile Road				
Specs Howard School	Southfield, MI 48075	Andrea Stamps	(248) 358-9000	0	No
Michigan Association of	819 N. Washington Ave.		(517) 484-7444	-	
Broadcasters	Lansing, MI 48906	Job Bank Postings	Post @ michmab.com	0	No
National Alliance of State	150 Fourth Ave. North, Suite 700		(615) 880-4200		
Broadcasters Associations	Nashville, TN 37219-2417	Job Bank Postings	Post @ nasba.com	0	No
			(800) 237-8073		
Medialine	web address: medialine.com	Job Bank Postings	Post @ medialine.com	0	No
	P.O. Box 4116	Broadcast Employment	(760) 754-8177		
TVJOBS	Oceanside, CA 92052	Services	Post @ tvjobs.com	0	No
	501 South Phillips Ave.	1	(605) 336-1100		
KELO-TV	Sioux Falls, SD 57104	Marlin Van Peursem	Post via Fax (605) 357-5530	0	No
	1808 Eraste Landry Road		(337) 981-4823		
KLFY-TV	Lafayette, LA 70506	Sandra Campeaux	Post via Fax (337) 984-8323	0	No
	1001 Van Ness Avenue		(415) 441-4444		
KRON-TV	San Francisco, CA 94109	Sondra Lewis	Post via Fax (415) 561-8142	0	No
	805 Brady Street		(563) 383-7000		
KWQC-TV	Davenport, IA 52803	Cathie Whiteside	Post via Fax (563) 383-7065	0	No

	Date Vacancy Filled:		Date Vacancy Opened: 01/20/05		Job Title of Vacancy:
	03/06/05; 03/28/05; 03/28/05		01/20/05		Reporter
Vacancy:	Interviewed for the	Total Number of Persons		Referred the Hiree:	Recruitment Source That
5				WLNS Internal Posting; Call-In; WLNS Website	

	Other (Call-In)	WTVO-TV Rocktord, IL 61101 Trista Truesdale Post via Fax (815) 963-6113 0	1917 North Meridian Road	341 Northern Blvd Albany, NY 12204 Connie Scott	301 Arboretum Place (804) 330-8888 (804) 330-8888 (804) 330-8881 0	, (6	(9 Post via	091 0	Total Number of Interviewees Referred by the Source for the Vacancy	
		0		0	0	0	0	0	al Number of terviewees ferred by the ource for the Vacancy	
		No		No	No	No	No	No	of Did the Source Request Notification?	

ATTACHMENT "B" MENU OPTION ACTIVITIES

Station WLNS has engaged in the following outreach activities during the year covered by this report:

Activity		
Classification	Type of Activity	Brief Description
		From May 2004 - August 2004 the News Department hosted nine (9)
#5	Summer Term	interns. The interns work in a variety of areas within the News
Internship Program	News Interns	Department including: reporting, editing, research, participating in
		pulling weather data for on air coverage, and shooting video for Sports.
		From May 2004 - August 2004 the Production Department hosted four
#5	Summer Term	(4) interns from Michigan State University. The interns participated in
Internship Program	Production Interns	activities involving commercial production, live remote production, and
		live on-air news production.
_		On June 22, 2004, the stations management staff attended a
#14	Management Training -	management level training seminar conducted by the station's legal
Management Training	Sexual Harassment	counsel designed to help recognize, avoid, and deal with sexual
		harassment claims.
		From August 2004 - December 2004 the Production Department
#5	Fall Term	hosted four (4) interns from Michigan State University. The interns
Internship Program	Production Interns	participated in activities involving commercial production, live remote
		production, and live on-air news production.
		From September 2004 - December 2004 the News Department hosted
#5	Fall Term	seven (7) interns. The interns worked in a variety of areas within the
Internship Program	News Interns	News Department including: reporting, editing, research, participating
		in pulling weather data for on air coverage, and shooting video for Sports.
		On August 27, 2004, WLNS participated in the Michigan State
#4	MSU - Communication	University Communication Arts & Scicence Meet Your College Career
Participation in	Arts & Science	Fair. The event gave students the opportunity to talk with new
Conventions/	Meet Your College	professionals about the skills they need to develop as they begin
Career Days		taking classes and preparing for future careers in the communications
		and journalism industry.
#4	Michigan Association	On September 29, 2004, WLNS participated in the MAB Career Fair in
Participation in	of Broadcasters (MAB)	Flint, MI. The fair was "geared toward promoting a career in
Conventions/	Career Fair -	broadcasting among students and young professionals". As a co-
Career Days	Flint, MI	sponsor of the event WLNS aired promotional advertisements.
#4	Michigan Association	On October 1, 2004, WLNS participated in the MAB Career Fair in
Participation in	of Broadcasters (MAB)	Grand Rapids, MI. The fair was "geared toward promoting a career in
Conventions/	Career Fair -	broadcasting among students and young professionals". As a co-
Career Days	Grand Rapids, MI	sponsor of the event WLNS aired promotional advertisements.
#10		On November 5, 2004, WLNS sent a member of our News staff to speak
Events by	MSU - Journalism	to a Journalism class at Michigan State University. She covered the
Educational	Class	career opportunities available in the television newsroom. Students
Institutions		were able to ask questions about the opportunities available.
#10		On December 9, 1004, Emily Wagner spoke to the 9th grade class at
Events by	Holt High School	Holt High School about the career opportunities available in the
Educational		television newsroom and about how the live broadcasts are put together.
Institutions		Students then had the opportunity to ask questions.

ATTACHMENT "B" MENU OPTION ACTIVITIES

Station WLNS has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
#10 Events by Educational Institutions	Charlotte High School	On January 4, 2005, Emily Wagner spoke to the 9th grade class at Charlotte High School about the career opportunites available in the television newsroom. The students then had the opportunity to ask questions.
#5 Internship Program	Winter Term News Internships	From January 2005 - May 2005 the News Department hosted six (6) interns. The interns worked in a variety of areas within the News Department including: reporting, editing, research, participating in pulling weather data for on air coverage, and shooting video for Sports.
#5 Internship Program	Spring Term Production Interns	From January 2005 - May 2005 the Production Department hosted five (5) interns. The interns participated in activities involving commercial production, live remote production, and live on-air news production.
#3 Co-sponsoring Job Fair	Michigan Association of Broadcasters (MAB) Career Fair - Lansing, MI	On March 8, 2005, WLNS participated in the MAB Career Fair in Lansing, MI. The fair was "geared toward promoting a career in broadcasting among students and young professionals".
#1 Participation in Job Fair	Central Michigan University BCA Career Fair	On March 20, 2005, WLNS paticipated in the CMU-Broadcast & Cinematic Arts Career Fair. The fair was open to all students in Mid-Michigan, but the emphasis was focused on Broadcast & Cinematic Arts majors.
#16 Other Activities	Job Shadow	On April 28, 2005, WLNS hosted two students from Fowlerville Middle School for Job Shadowing. They observed the news operation, including shooting, editing, and production.
#16 Other Activities	Job Shadow	On April 28, 2005, WLNS hosted two students from Dansville High School for Job Shadowing. They observed the news operation, including going out with reporters, and watching the newscast.
#1 Particiation in Job Fair	NABEF Career Fair	On April 20, 2005, Young Broadcasting particiated in the NABEF Career Fair. The event was held as part of the NAB Convention and is a way for broadcasters to meet hundreds of job seekers. The one day event allows student and entry level job seekers as well as professionals to meet with potential employers. The event also included a seminar on "Survival and Success in the Broadcast Industry".

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

- 1. Participation in at least four job fairs by station personnel who have substatial responsibility in making hiring decisions;
- Hosting of at least one job fair;
- Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
- Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
- 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
- 6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
- Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
- 8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
- 9. Establishment of a mentoring program for station personnel;
- 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
- 11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
- Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
- 13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for

ATTACHMENT "B" MENU OPTION ACTIVITIES

Station WLNS has engaged in the following outreach activities during the year covered by this report:

Activity		
Classification	Type of Activity	Brief Description
Classification	Type of Activity	Differ Description

broadcast employment and/or other career development assistance pertinent to broadcasting;

- 14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
- 15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
- 16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.